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SHIFTING ORGANIZATIONAL CULTURES: DEVELOPING LEADERS IN HUMANISTIC INTERPROFESSIONAL EDUCATION

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Organizational cultures significantly influence faculty and clinician well-being, trainees' professional identity formation, and the care of patients and families. The ability of interprofessional healthcare teams to work collaboratively is important for safe, high quality, relationship-centered care. A multi-site project, Faculty Development for the Interprofessional Teaching of Humanism,* was initiated to create a national curriculum in humanism and professionalism designed to train interprofessional education (IPE) faculty leaders. Boston Children's Hospital / Harvard Medical School (BCH/HMS) is the first pediatric site selected to design and implement this curriculum.

Our objectives were to: 1) develop a national curriculum in humanism and professionalism for IPE faculty leaders; 2) adapt the curriculum for pediatrics; and 3) create and sustain a faculty fellowship for IPE leaders at BCH/HMS that promotes humanistic values in organizational culture and learning and care environments.

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We designed and implemented the curriculum at nine national sites. Topics focus on collaboration, communication, and relationships and include: highly functioning teams; advanced team formation; patients' perspectives; empathy; well-being, resilience, renewal; diversity & inclusion; appreciative inquiry; values; IPE and others.

To achieve sustainability at BCH/HMS, we created a unique Faculty Fellowship for Leaders in Humanistic Interprofessional Education. To increase impact, we recruited co-sponsors from departments across BCH. Fellows participate in 1½-hour, twice-monthly small-group sessions for 8 months and design and implement a group project. Twenty-one faculty applied. The first cohort included 11 faculty representing medicine, social work, nursing, and psychology.

The Faculty Fellowship provides opportunities for IPE faculty leaders to enhance teaching skills, collaboration, relationships, reflective capacities, and role modeling in humanism and professionalism, and to work together to foster humanistic values within organizational culture. ■

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